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## ABSTRACT

The tables in this document provide information about the professional salaries for the Maryland public schools in 1998-99. The following tables are included: (1) "Salaries for Selected Twelve-Month Administrative Positions"; (2) "Salary Range for Ten-Month Teachers"; (3) "Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and SPC" (standard professional certificate); (4) "Salary Schedules for Maryland Public School Teachers with a Master's Degree"; (5) "Salaries for Twelve-Month Principals"; (4) "Salaries for Vice/Assistant Principals"; and (7) "Salaries for Supervisors." Salary information is arranged by local unit, usually county or city. (SLD)

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# Professional Salary Schedules Maryland Public Schools 1998-99

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**Professional Salary Schedules  
Maryland Public Schools  
1998-99**

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Table 1

## 1998-99 Salaries for Selected Twelve-Month Administrative Positions in Maryland Public Schools

Local Unit	Superintendent*	Actual or Highest (Two or More Incumbents)				Assistant, Area Superintendent/ Area Executive Officer
		Deputy Superintendent	Chief Financial Officer/Chief Academic Officer		Associate Superintendent	
Allegany	\$101,642	-	-	-	\$75,000	
Anne Arundel	115,000	-	-	99,583	92,243	
Baltimore City	185,000	-	117,000	-	93,000	
Baltimore	128,750	108,150	100,940	96,820	91,155	
Calvert	106,000	94,000		-	-	
Caroline	96,146	-	-	-	81,908	
Carroll	110,000	-	-	-	90,397	
Cecil	95,000	-	-	84,240	81,120	
Charles	110,000	-	-	94,731	89,193	
Dorchester	98,000	-	-	-	78,000	
Frederick	105,000	-	-	87,500	79,000	
Garrett	82,010	-	-	-	68,700	
Harford	97,964 (Interim)	-	-	-	73,484	
Howard	134,246	-	-	107,202	-	
Kent	92,485	-	-	-	80,744	
Montgomery	155,066	-	-	109,091	-	
Prince George's	130,000	108,610	-	96,131	-	
Queen Anne's	98,242	-	-	-	79,733	
St. Mary's	95,000	-	-	-	86,445	
Somerset	86,546	-	-	-	63,183	
Talbot	94,992	-	-	-	82,800	
Washington	105,000	-	-	-	90,000	
Wicomico	106,500	-	-	-	83,527	
Worcester	90,317	-	-	-	83,958	

\*Salaries are determined through negotiations with the local boards of education. These salaries have been reviewed and signed off by the LEA.

Table 1 (continued)

## 1998-99 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Director				Pupil Personnel Worker*				School Psychologist*			
	Master's	Master's	Master's	Doc- torate	Master's	Master's	Master's	Doc- torate	Master's	Master's	Master's	Doc- torate
	+30	+60			+30	+60			+30	+60		
Allegany	\$76,023	\$77,333	\$78,363	\$80,285	\$53,322	\$54,352	\$52,012	\$56,274	\$53,322	\$54,352	\$52,012	\$56,274
Anne Arundel	85,218	85,218	85,218	85,218	73,196	73,196	73,196	73,196	73,196	73,196	73,196	73,196
Baltimore City	82,702	82,702	82,702	82,702	N/A	N/A	N/A	N/A	55,452	55,452	52,366	57,220
Baltimore	79,037	79,037	79,037	80,037	63,653	63,653	63,653	64,653	63,230	64,282	59,587	65,192
Calvert	87,500	87,500	87,500	87,500	81,038	83,922	77,056	86,294	77,922	80,694	N/A	82,975
Caroline	75,980	76,730	76,730	77,480	51,419	51,419	50,583	52,359	51,419	51,419	50,583	52,359
Carroll	83,893	86,188	87,427	88,666	70,401	71,640	68,106	72,879	70,401	71,640	68,106	72,879
Cecil	78,000	78,000	78,000	78,000	61,098	61,798	58,498	62,498	61,098	61,798	58,498	62,498
Charles	74,124	74,624	74,624	75,983	61,357	61,357	57,597	63,857	53,849	53,849	52,361	56,349
Dorchester	72,467	72,467	72,467	72,467	50,817	50,817	48,154	51,714	-	-	-	-
Frederick	80,500	80,500	80,500	81,500	62,854	62,854	62,854	63,854	62,854	62,854	62,854	63,854
Garrett	67,467	68,217	68,967	69,717	52,524	53,274	51,774	54,024	49,302	50,052	48,552	50,802
Harford	66,207	71,532	71,532	72,132	66,240	66,240	60,915	66,840	52,226	52,226	47,788	52,726
Howard	104,900	104,900	104,900	104,900	65,355	65,355	65,355	65,355	65,355	65,355	65,355	65,355
Kent	-	-	-	-	64,512	65,818	61,966	66,325	66,296	66,896	65,696	67,496
Montgomery	99,956	99,956	99,956	99,956	77,109	78,390	74,417	78,390	77,109	78,390	74,417	78,390
Prince George's	84,325	84,325	84,325	84,325	65,269	66,597	65,613	67,037	65,269	66,597	62,613	67,037
Queen Anne's	-	-	-	-	53,165	53,465	52,565	54,065	55,540	55,840	54,940	56,440
St. Mary's	84,702	86,202	86,702	87,202	53,936	56,554	50,569	56,554	53,936	56,554	50,569	56,554
Somerset	62,517	62,517	62,517	64,597	61,850	61,850	61,850	63,930	59,954	59,954	59,954	61,861
Talbot	70,062	70,062	70,062	71,562	57,310	58,300	56,760	60,060	62,520	63,600	61,920	65,520
Washington	76,030	76,030	76,030	76,030	64,991	64,991	64,991	64,991	62,492	62,492	62,492	62,492
Wicomico	78,380	78,380	78,380	78,380	53,845	54,345	51,848	54,845	53,845	54,345	51,845	54,845
Worcester	-	-	-	-	-	-	-	-	52,001	52,001	50,247	53,758

\*Contract may be less than 12 months

Table 1 (continued)

## 1998-99 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Supervisor			Instructional Coordinator		
	Master's	Master's +30	Master's +60* Doc- torate	Master's +30	Master's +60* Doc- torate	Doc- torate
Allegany	\$63,990	\$65,300	\$66,330	\$68,252		
Anne Arundel	-	-	-	-	-	-
Baltimore City	78,179	78,179	78,179	78,179	79,230	79,230
Baltimore	69,489	69,489	69,489	70,489	73,912	73,912
Calvert	75,500	75,500	75,500	75,500	72,671	73,671
					69,500	69,500
Caroline	66,620	67,370	67,370	68,120	55,930	56,680
Carroll	74,931	77,226	78,465	79,704	70,401	72,879
Cecil	-	-	-	-	69,854	71,254
Charles	67,281	70,062	70,062	72,562	71,202	73,702
Dorchester	70,868	70,868	70,868	70,868	63,941	63,941
Frederick	68,405	68,405	68,405	69,405	62,854	62,854
Garrett	65,816	66,566	67,316	68,066	51,774	54,024
Harford	63,992	69,317	-	69,917	-	-
Howard	75,998	75,998	75,998	75,998	88,400	88,400
Kent	70,945	71,545	72,145	72,745	62,020	63,820
Montgomery	88,439	88,439	88,439	88,439	88,439	88,439
Prince George's	73,766	73,766	73,766	74,766	71,451	72,451
Queen Anne's	69,072	69,672	69,972	70,572	62,318	64,018
St. Mary's	67,503	69,003	69,503	70,003	57,025	59,225
Somerset	60,048	60,048	60,048	62,128	58,081	60,161
Talbot	58,463	59,029	60,049	61,862	68,912	70,412
Washington	70,295	70,295	70,295	70,295	67,591	67,591
Wicomico	64,655	66,655	67,155	67,655	60,250	61,250
Worcester	69,984	72,469	72,469	74,956	65,384	67,619
*Master's + 45 in Queen Anne's and St. Mary's						

Table 1 (continued)

## 1998-99 Salary Schedules for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Principal			Assistant/Vice Principal*		
	Master's	Master's +30	Master's +60@	Doc- torate	Master's	Master's +60@
Allegany	\$72,233	\$73,543	\$74,573	\$76,495	\$55,242	\$57,582
Anne Arundel	85,760	85,760	85,760	85,760	74,660	74,660
Baltimore City	87,498	87,498	87,498	87,498	68,573	68,573
Baltimore	79,007	79,007	79,007	80,007	68,427	68,427
Calvert	85,500	85,500	85,500	85,500	72,500	72,500
Caroline	69,740	70,490	70,490	71,240	59,340	60,090
Carroll	79,488	81,783	83,022	84,261	70,377	73,911
Cecil	71,007	73,607	74,307	75,007	62,251	65,551
Charles	86,668	87,168	87,168	89,668	62,720	63,220
Dorchester	72,467	72,467	72,467	72,467	69,270	69,270
Frederick	77,854	77,854	77,854	78,854	68,405	68,405
Garrett	67,467	68,217	68,967	69,717	51,774	53,274
Harford	68,176	73,501	73,501	74,101	57,371	62,276
Howard	83,173	83,173	83,173	83,173	75,933	75,933
Kent	74,172	74,772	75,372	75,972	65,696	66,896
Montgomery	99,956	99,956	99,956	99,956	83,798	83,798
Prince George's	85,200	85,200	85,200	86,200	72,491	72,491
Queen Anne's	74,533	75,133	75,432	76,033	63,752	64,652
St. Mary's	80,014	81,514	82,014	82,514	67,503	69,503
Somerset	60,325	60,325	60,325	62,405	51,120	51,120
Talbot	70,350	70,350	70,350	71,850	67,761	67,761
Washington	76,030	76,030	76,030	76,030	67,591	67,591
Wicomico	71,280	73,280	73,780	74,280	59,250	61,750
Worcester	73,970	76,601	76,601	79,237	65,430	67,745

\* Vice principals are 11-month positions in Allegany, Charles, Garrett and 10.5 months in Somerset

@Master's + 45 in Queen Anne's and St. Mary's



Table 2

## 1998-99 Minimum and Maximum Salaries for Ten-Month Teachers in Maryland Public Schools

Local Unit	Minimum- Bachelor's Degree Step 1*	Maximum			Master's +APC@	Master's +30	Master's +60^	Doctorate #
		Bachelor's With Standard Professional Certificate (SPC)	Advanced Professional Certificate (APC)@	Master's@				
Allegany	\$25,174	\$41,225	\$44,547	\$44,547	\$44,547	\$45,857	\$46,887	\$48,809
Anne Arundel	27,083	40,244	53,320	53,320	54,385	56,582	56,582	60,046
Baltimore City	27,355	47,131	-	50,866	50,866	53,952	53,952	55,720
Baltimore	28,750	36,013	50,929	50,929	50,929	54,043	54,942	55,720
Calvert	28,000	44,515	59,274	59,274	59,274	62,337	#	#
Caroline	28,271	46,841	49,192	50,583	50,583	51,419	-	52,359
Carroll †	27,352	42,398	54,688	54,688	54,688	56,994	58,135	58,135
Cecil	28,113	47,763	49,163	49,163	49,663	50,363	51,063	51,263
Charles	28,258	37,210	53,350	54,475	54,475	54,975	54,975	57,475
Dorchester	27,675	30,841	47,068	48,154	48,154	50,817	50,817	51,714
Frederick	27,560	39,955	51,854	51,854	51,854	54,385	54,385	55,385
Garrett	24,519	30,871	42,757	43,757	43,757	44,507	45,257	46,007
Harford	27,947	34,555	43,010	47,788	47,788	52,226	52,226	52,726
Howard	27,668	40,672	56,294	57,420	57,420	58,546	58,546	59,672
Kent	26,707	35,577	50,685	50,685	52,123	52,879	53,660	54,439
Montgomery	30,891	41,594	41,594	62,014	62,014	64,257	65,325	65,325
Prince George's	28,752	50,309	50,309	56,260	56,260	58,746	59,990	60,390
Queen Anne's	28,000	32,493	51,767	52,565	52,565	53,165	53,465	54,065
St. Mary's	29,277	41,289	50,569	50,569	51,602	53,936	56,554	56,554
Somerset	25,877	32,950	44,225	45,413	45,413	45,413	45,413	47,147
Talbot	27,500	31,700	48,400	51,600	51,600	52,100	53,000	54,600
Washington	27,000	41,136	47,470	47,470	47,470	48,643	49,012	49,257
Wicomico	27,130	43,520	47,750	49,260	49,260	50,690	50,690	51,820
Worcester	27,654	37,442	48,493	50,247	50,247	52,001	52,001	53,758

\*Based on Standard Professional Certificate

@Scales may apply to Masters equivalent

^Master's + 45 in Queen Anne's and St. Mary's

# Not available to new employees

† New employee scale with 196 duty days

Table 3

## 1998-99 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$ 25,174	\$ 27,083	\$ 27,355	\$ 28,750	\$ 28,000	\$ 28,271	\$ 27,352	\$ 28,113	\$ 28,258	\$ 27,675	\$ 27,560	\$ 24,519
2	25,949	28,177	27,671	28,963	33,283	28,271	28,073	28,213	28,258	27,675	27,664	25,225
3	27,001	29,316	28,418	29,705	33,692	28,529	28,308	28,513	29,247	27,880	27,838	25,930
4	28,089	30,500	29,329	30,696	34,430	29,282	29,589	29,063	30,271	27,880	29,103	26,636
5	29,213	31,732	29,979	31,255	36,339	30,284	30,870	29,863	31,330	28,085	30,368	27,342
6	30,342	33,014	30,965	32,338	37,791	31,289	32,152	30,888	32,427	28,290	31,634	28,047
7	31,448	34,348	31,961	33,421	39,338	32,293	33,432	31,913	33,562	28,654	32,899	28,754
8	32,520	35,736	32,966	34,505	40,836	33,296	34,713	33,013	34,736	29,470	34,164	29,459
9	33,606	37,179	33,968	35,566	42,292	34,333	35,994	34,138	35,952	30,156	35,430	30,164
10	34,769	38,681	34,595	36,013	44,515	35,389	37,273	35,288	37,210	30,841	36,695	30,871
11	35,764	40,244	34,954			36,444	38,555	36,438			37,961	
12	36,965		35,474			37,495	39,835	37,588			39,226	
13	38,070					38,550	41,117	38,763			39,955	
14	39,177					40,810	42,398	39,963				
15			44,516			42,594		41,213				
16			44,788					42,463				
17			45,059					43,763				
18			45,332									
19			45,602					45,263				
20			45,876			44,023						
21	40,201		46,127									
22			46,378									
23			46,628									
24			46,880					47,763				
25			47,131			45,432						
26	41,225											
27												
28												
29												
30						46,841						
35												

Table 3 (Continued)

1998-99 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
\$ 1	\$ 27,947	\$ 27,668	\$ 26,707	\$ 30,891	\$ 28,752	\$ 28,000	\$ 29,277	\$ 25,877	\$ 27,500	\$ 27,000	\$ 27,130	\$ 27,654
2	28,192	28,147	26,707	31,217	28,961	28,347	29,455	26,440	27,500	27,500	27,330	28,274
3	28,561	28,710	28,451	31,543	29,169	29,290	29,779	27,002	28,100	28,000	28,030	28,845
4	28,927	30,539	29,186	31,869	29,410	29,747	30,102	27,789	28,700	28,500	28,700	29,493
5	29,295	31,806	30,292	33,493	30,169	30,205	30,767	28,577	29,200	29,000	29,400	30,086
6	29,921	33,073	31,220	35,114	31,603	30,663	32,027	29,365	29,700	29,500	30,110	30,836
7	31,080	34,339	32,344	36,734	33,038	31,120	33,284	30,265	30,200	30,000	30,900	31,533
8	32,239	35,606	33,465	38,359	34,474	31,578	34,539	30,939	30,700	30,717	31,700	32,487
9	33,398	36,873	34,008	39,974	35,908	32,036	35,736	31,727	31,200	31,656	32,510	33,566
10	34,555	38,139	35,577	41,594	37,344	32,493	37,137	32,950	31,700	32,595	33,570	34,642
11		39,406			38,780					33,535	34,190	
12		40,672			40,213					34,474	35,460	
13					41,648					35,413	36,720	
14											38,560	
15					43,083							
16					43,561							
17					44,039							
18					44,518		38,252					
19					44,997					36,353	40,060	
20					45,475		39,017	34,408		37,292		35,342
21					46,192			35,420		38,232		
22								36,607		38,958		
23										39,684	41,790	
24							39,797			40,410		
25					50,309					41,136		36,042
26												
27							40,478				43,520	
28												
29												
30							41,289					36,742
35												37,442

Table 4

## 1998-99 Salary Schedules for Maryland Public School Teachers with a Master's Degree

Step	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester*	Frederick	Garrett
1	\$ 26,043	\$ 28,741	\$ 28,862	\$ 30,342	\$ 28,700	\$ 30,284	\$ 28,566	\$ 30,013	\$ 30,780	\$ 27,675	\$ 29,640	-
2	26,818	29,902	29,187	30,554	34,015	30,284	29,846	30,113	30,780	27,675	30,160	-
3	27,870	31,110	30,017	31,403	36,339	31,289	31,127	30,413	31,781	27,880	30,368	-
4	30,580	32,367	31,161	32,742	37,791	32,293	32,408	30,963	32,814	30,999	31,634	29,881
5	31,761	33,674	31,953	33,501	39,338	33,296	33,687	31,763	33,880	32,005	32,899	30,587
6	32,960	35,035	33,152	34,897	40,836	34,333	34,969	32,788	34,981	32,868	34,164	31,293
7	34,176	36,450	34,361	36,294	42,292	35,389	36,251	33,813	36,118	33,731	35,430	31,999
8	35,375	37,923	35,749	37,690	43,838	36,444	37,530	34,913	37,292	34,900	36,695	32,704
9	36,574	39,455	36,809	39,085	45,435	37,495	38,811	36,038	38,504	35,768	37,961	33,409
10	37,794	41,049	38,051	40,484	47,563	38,550	40,092	37,188	39,755	36,635	39,226	35,174
11	38,919	42,707	39,302	41,880	49,112	39,603	41,373	38,338	41,047	37,825	40,491	35,881
12	40,117	44,433	40,910	43,275	50,663	40,657	42,652	39,488	42,381	38,696	41,757	36,587
13	41,337			44,672	52,113	41,708	43,934	40,663	43,759	39,567	43,022	37,293
14	42,499			45,335	53,612	44,347	45,216	41,863	45,181	41,470	44,287	37,997
15		46,655	46,729			46,319	46,496	43,113	46,649	42,471	45,553	38,703
16			47,036	45,999				44,363		42,999	46,183	40,228
17			47,342					45,663		43,526	46,813	
18			47,649				48,544		48,168	44,344	47,443	
19			47,955	47,232				47,163			48,073	
20		48,876	48,265		56,263	47,740				45,162	48,703	41,994
21	43,523		48,551				50,592		49,490		49,333	
22			48,837	48,464						46,647	49,964	
23			49,123								50,594	
24			49,409				52,640	49,663	51,099	47,401	51,224	
25		51,098	49,702	49,696	57,844	49,162					51,854	43,757
26	44,547											
27							54,688		52,760	48,154		
28		53,320	50,866	50,929								
29					59,274	50,583						
30									54,475			
35*												

\* Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without APC.

Table 4 (Continued)

1998-99 Salary Schedules for Maryland Public School Teachers with a Master's Degree

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset*	Talbot	Washington	Wicomico*	Worcester
\$ 1	\$ 29,174	\$ 28,597	\$ 29,128	\$ 33,950	\$ 33,323	-	\$ 30,092	\$ 28,015	\$ 30,700	\$ 28,000	\$ 30,480	\$ 31,008
2	29,419	29,273	29,128	34,242	33,531	-	30,267	28,578	30,700	28,500	30,680	31,671
3	29,787	29,836	30,310	34,532	33,739	-	30,588	29,140	31,700	29,000	30,970	32,276
4	30,454	32,932	30,969	36,425	33,866	31,463	31,100	29,927	32,500	29,500	31,670	32,693
5	31,755	34,621	32,092	38,312	34,436	32,378	32,448	30,715	33,400	30,000	32,350	33,288
6	33,060	36,028	33,235	40,208	35,872	33,293	33,704	31,502	34,300	30,500	33,050	34,036
7	34,364	37,436	34,358	42,092	37,308	34,208	34,962	32,403	35,100	31,414	33,730	34,736
8	35,664	38,843	35,521	43,980	38,740	35,124	36,215	33,078	35,900	32,353	34,560	35,688
9	36,970	40,250	36,565	45,877	40,176	36,039	37,477	33,865	36,700	33,293	33,570	36,767
10	38,272	41,658	37,902	47,767	41,611	36,412	38,813	35,109	37,500	34,232	37,130	37,842
11	40,879	43,065	39,065	49,656	43,046	38,785	40,493	35,904	38,500	35,171	38,260	39,049
12	42,181	44,472	40,266	51,543	44,482	40,158	41,665	36,700	39,600	36,111	39,540	40,379
13	43,482	45,880	41,543	53,440	45,916	41,989	42,676	38,361	40,600	37,050	40,930	41,708
14	44,788	47,287	42,576	55,328	47,350	44,277	44,016	39,288	41,900	37,989	43,760	44,021
15	50,102	50,102	45,377	56,424	48,786	46,565	45,357	40,301	43,400	38,929	46,335	46,335
16			46,739	57,885	49,265				44,900	39,868		47,447
17				59,345	49,742	48,065			45,100	40,808		
18		52,916		60,806	50,222		46,718		45,300	41,747		
19				62,014	50,698				45,500	42,686	45,380	
20	45,788				51,178		47,652	43,121	45,800	43,626		48,147
21		55,168	48,375		51,896	49,565		44,164	46,000	44,565		
22								45,413	46,200	45,291		
23									46,400	46,017	47,410	
24						51,065	48,606		46,700	46,743		
25	46,788	57,420	49,935		56,260				46,900	47,470		48,847
26									47,100			
27						52,565	49,577		47,400			
28			50,685						51,600		49,260	
29												
30	47,778						50,569					49,547
35												50,247

\*Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without APC.

Table 5

Basis of 1998-99 Salaries for Twelve-Month Principals in Maryland Public School Systems

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$42,684	\$76,495	School size, level of preparation, and years of experience
Anne Arundel	54,163	85,760	School size and years of experience
Baltimore City	54,515	87,498	Salary schedule based on responsibility
Baltimore	69,458	80,007	School size, years of experience, and possession of Doctorate
Calvert	73,500	85,500	Years of experience
Caroline	62,400	71,240	School type, school size, and level of preparation
Carroll	44,992	84,261	School size, level of preparation, and years of experience
Cecil	51,702	75,007	School size, level of preparation, and years of experience
Charles	55,228	89,668	Level of preparation and years of experience
Dorchester	56,584	72,467	School type and years of experience
Frederick	45,573	78,854	Years of experience and possession of Doctorate
Garrett	51,072	69,717	School size, level of preparation, and years of experience
Harford	43,364	74,101	School type, level of preparation, and years of experience
Howard	56,950	83,173	School type, level of preparation, and years of experience
Kent	58,425	75,972	School size, level of preparation, and years of experience
Montgomery	69,812	99,956	School type and years of experience
Prince George's	60,191	86,200	School type, years of experience, and possession of Doctorate
Queen Anne's	58,769	76,033	School size, level of preparation, and years of experience
St. Mary's	47,974	82,514	School size, level of preparation, and years of experience
Somerset	36,154	62,405	School size, years of experience, possession of Doctorate, and contract period
Talbot	53,351	71,850	Staff size, years of experience, and possession of Doctorate
Washington	53,357	76,030	School size/level and years of experience
Wicomico	55,940	74,280	School size, level of preparation, and years of experience
Worcester	45,138	79,237	School size/level, level of preparation, and years of experience

Table 6

Basis of 1998-99 Salaries for Twelve-Month Vice/Assistant Principals in Maryland Public School Systems

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany*	\$36,660	\$59,504	School size, level of preparation, and years of experience
Anne Arundel	48,095	74,660	School size and years of experience
Baltimore City	50,419	68,573	Salary schedule based on negotiated agreement
Baltimore	62,112	69,427	School size, years of experience, and possession of Doctorate
Calvert	60,500	72,500	Years of experience
Caroline	52,000	60,840	School type/size and level of preparation
Carroll	42,725	75,150	School type, level of preparation, and years of experience
Cecil	47,949	66,251	School size, level of preparation, and years of experience
Charles	*47,126	65,720	Level of preparation and years of experience
Dorchester	@46,138	69,270	School type and years of experience
Frederick	41,836	69,405	Years of experience and possession of Doctorate
Garrett*	38,681	54,024	Level of preparation and years of experience
Harford	40,109	62,829	School type, level of preparation, and years of experience
Howard	54,742	75,933	School type, level of preparation, and years of experience
Kent	50,328	67,496	Level of preparation, years of experience, and contract-months
Montgomery	61,782	83,798	School type and years of experience
Prince George's	*50,931	73,491	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	50,850	65,252	School type, level of preparation, and years of experience
St. Mary's	42,624	70,003	School type, level of preparation, years of experience, and contract-months
Somerset^	31,326	52,690	School size, years of experience, possession of Doctorate
Talbot	32,517	69,261	Years of experience
Washington	*47,029	67,591	School type, years of experience, and contract months
Wicomico	46,970	62,250	School size, level of preparation, and years of experience
Worcester	40,306	70,065	School size/level, level of preparation, and years of experience

\*Eleven-month

@203 day personnel

^ Ten and a half months

Table 7  
Basis of 1998-99 Salaries for Supervisors\* in Maryland Public School Systems

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$45,449	\$68,252	Level of preparation and years of experience
Anne Arundel*	54,163	79,230	Years of experience
Baltimore City	57,784	78,179	Salary schedule based on negotiated agreement
Baltimore	67,367	70,489	Years of experience and possession of Doctorate
Calvert	66,500	75,500	Years of experience
Caroline	58,240	68,120	Level of preparation and years of experience
Carroll	49,556	79,704	Level of preparation and years of experience
Cecil*	55,454	71,254	Level of preparation and years of experience
Charles	52,806	72,562	Level of preparation and years of experience
Dorchester	57,890	70,868	Years of experience
Frederick	45,573	69,405	Years of experience and possession of Doctorate
Garrett	52,723	68,066	Level of preparation and years of experience
Harford	46,318	69,917	Level of preparation and years of experience
Howard	54,151	75,998	Level of preparation and years of experience
Kent	55,288	72,745	Level of preparation and years of experience
Montgomery	64,223	88,439	Area of responsibility and years of experience
Prince George's	57,876	74,766	Years of experience and possession of Doctorate
Queen Anne's	57,816	70,572	Level of preparation and years of experience
St. Mary's	47,974	70,003	Level of preparation and years of experience
Somerset	39,170	62,128	Years of experience and possession of Doctorate
Talbot	34,783	61,862	Years of experience and possession of Doctorate
Washington	55,491	70,295	Years of experience
Wicomico	57,645	67,655	Level of preparation and years of experience
Worcester	47,136	74,956	Level of preparation and years of experience

\*Equivalent position in Anne Arundel and Cecil is Coordinator



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